

OFFENDER MENTOR PROGRAM FEASIBILITY STUDY

**Submitted By
IOWA DEPARTMENT OF CORRECTIONS**

In Response to Senate File 2298

INTRODUCTION

This paper is written in response to Senate File 2298, lines 176.19 – 27, which requires the department of corrections, in consultation with the board of parole, to “study the feasibility of establishing a mentoring program using unpaid volunteers to mentor persons who are on probation or parole. The report shall detail the feasibility of establishing such a mentoring program.”

The Department of Corrections’ response has been developed in three parts as follows:

PART I – Current Department of Corrections’ Mentor Programs/Initiatives

This section outlines the mentor activities that are currently operating within the Department, how they are funded and who provides them. Program evaluation reports are also included. **(Pages 2-11)**

PART II – Proposal for “Offender Mentor Program”

This section outlines a proposal to develop pilot projects in at least two (2) judicial districts to provide mentor and family support services through in-house staff and contracts with non-profit social service agencies or faith-based organizations. **(Pages 12-19)**

PART III – Current Iowa Mentor Programs – Resource List for Collaborative Efforts

This section identifies agencies that are currently providing mentor services for adults, youth and/or children in the areas they serve. Please note that the Iowa Mentoring Partnership is currently geared to working with agencies that provide mentoring for youth and the resource list is primarily programs for mentoring of children and youth. Mentoring for adults is a recently burgeoning initiative and there are very few programs to date. However, this list is provided as a resource for judicial district program points of reference and collaboration. **(Pages 20-28)**

PART I

CURRENT IOWA DEPARTMENT OF CORRECTIONS MENTOR INITIATIVES

JUDICIAL DISTRICT MENTOR PROGRAMS

FIRST JUDICIAL DISTRICT

In July of 2001 the 1st Judicial District Black Hawk County Day Program implemented a Mentoring Project (described below) through the provision of the Office of Drug Control Policy (ODCP) Edward Byrne funds.

Of the 137 offenders assessed by Day Programming staff, 119 (or 87%) had identified substance abuse problems, 113 (or 82%) lacked pro-social companions, 93 (or 68%) lacked positive leisure activities, and 52 (or 40%) had attitudes supportive of crime. The premise of the mentor program was that: (1) matching offenders with volunteer mentors who develop positive relationships with them and model pro-social behavior can positively impact these risk factors and (2) mentors can help offenders improve their skills in daily living, decision-making, problem solving, goal setting, and constructive use of leisure time. The implementation of a mentoring component is extremely time intensive due to the recruiting, screening, training, matching, and ongoing support needed by volunteers. Prior to receiving ODCP funds, of the 171 offenders referred to Day Programming, only 2 were matched with mentors because there was only one Community Program Monitor assigned to Day Programming in Black Hawk County and she had numerous program responsibilities.

Through the project, one Community Treatment Coordinator and one Community Program Monitor were assigned to Day Programming in Black Hawk County. The key participants in the Enhanced Day Program met weekly to review cases and discuss program issues, ensuring communication and offender accountability. They included the Day Programming Supervisor, Community Treatment Coordinator, Community Program Monitors, and Probation/Parole Officers. Community volunteers served as mentors. Despite being time intensive, the mentoring program made a real difference in the lives of the offenders. In a statement about her mentor, one offender said, "She's more than a mentor, she's like a best friend." In a discussion with current Day Programming staff, another offender talked about how she needed "healthy" people around her and indicated how much she likes spending time with her mentor. She said, "I love her dearly and think the world of her." Volunteering also has benefits and rewards for the mentor. It can provide a sense of giving back to the community, helping someone else, and watching the offender change and grow. The matches are intended to be win-win relationships. According to one mentor, she has learned as much from the offender she mentors as the offender has learned from her.

Mentor Project Evaluation

- Prior to the enhancement of Day Program, in FY'97, 3 offenders were matched with a mentor. From July 1, 2001 to April 1, 2002, 28 offenders were matched with mentors.
- 25 community members volunteered their time to be mentors. A former offender, who has been off of supervision and out of trouble for years, now serves as a mentor to another offender while he attends college. The offender had requested a mentor due to having no positive friends and needing help finding pro-social activities to fill his leisure time. Both report the match being a positive experience.
- Improving offender skills in daily living, decision-making, problem solving, companions, and constructive use of leisure time - According to the Level of Service Inventories, all offenders who have been reassessed have improved in the areas of companions and constructive use of leisure time. The average overall LSI score upon reassessment was 3.5 points lower than the original score, indicating a decrease in risk.
- Assisting offenders transitioning out of prison through the use of mentors - 3 female offenders have been matched with mentors prior to being released from prison to assist them with the transition. Staff at the Iowa Correctional Institution for Women and the Mt. Pleasant Correctional Facility identified offenders who would benefit from mentors and made the referrals to Day Program. Three offenders from the institutions were matched with mentors. One offender was released from prison after serving 10 years in prison. She has been matched with the mentor for over a year and both report a positive relationship. The offender is working and attending treatment and was able to integrate back into the community with the help of the mentor.
- Monitoring and supporting the mentors - a potluck and training session were held in April 2002 for the mentors and protégés. The Community Program Monitor maintained regular contact with the mentors and protégés to provide support and to monitor the match.

Project Update

Since losing ODCP funds for the Community Program Monitor positions, the First District has had to restructure the mentoring program. They are proceeding slowly under the new structure. Residential Managers have taken on the responsibility of coordinating mentoring programs at individual facilities. They have been working most closely with the Archdiocese of Dubuque to recruit and train volunteers to become mentors. At the present time, Managers report the First District Facilities have a total of 6 offenders that are currently matched with a mentor. They also have approximately 9 other volunteers that have been trained and are approved to be mentors. These volunteers need to be matched up with offenders that are willing to participate in the program. There are 2 other volunteers that are actively involved in becoming mentors. They all agree mentoring is effective in terms of reducing recidivism. They are in hopes that our new oversight structure and our cooperative efforts with the faith communities will preserve this valuable resource. An unfortunate reality, however, is that it takes a lot of time,

energy and effort to recruit, train, screen and conduct background checks on possible mentors and monitor program activities.

Lastly, the First District Field Services Office in Dubuque is involved in the, "Back On Track," mentoring program. This program is designed to focus on providing mentors to young African American males and to date has had 4 offenders matched with mentors.

SECOND JUDICIAL DISTRICT

In Mason City, On Common Ground works with offenders in Drug Court. On Common Ground is a faith-based initiative, which recruits and trains mentors who work with Drug Court clients. Staff contact: Mike McGuire, Drug Court Officer, Mason City.

In Ames, Circles of Support, a part of the Beyond Welfare program, works with female offenders leaving jail or prison, or otherwise involved in the criminal justice system. Beyond Welfare/Circles of Support in Ames is associated with the local community action program (CAP). They started working with people trying to get off welfare. Representative Jane Greimann is involved with this group and contacted the 2nd district to see if they would be interested in having them work with criminal justice women. (They have already worked with women leaving the Story County Jail.) 2nd District is in the process of working with them to develop a criminal justice specific add-on to the training they already provide to mentors. Staff Contact: Lorie Woodard, Ames Day Program

Beyond Welfare in Ames also has a \$100,000 grant that includes a corrections component for a mentoring program entitled "Get Out and Stay Out". Another use of the funds that they are exploring is as an aftercare program (Moving On) for females convicted of battering as well as general female offenders. This would be provided in conjunction with ACCESS, the Story County local domestic violence project.

In Marshalltown a church group is working on developing a mentoring program for offenders.

Drug Courts in Marshalltown and Mason City could also be described as mentoring programs, even though the program is not designed with the idea that voluntary panel members have one-on-one supportive contacts with offenders. However, through the modeling and guidance they give in the panel sessions, one could certainly say they are mentoring offenders. The Drug Court Officers are responsible (with Oversight Committee Assistance) for recruiting, training and support to the panel members, which they estimate takes 25% of their time. Staff Contacts: Joel McNulty, Drug Court Officer, Marshalltown, and Mike McGuire, Drug Court Officer in Mason City

THIRD JUDICIAL DISTRICT

No programs in operation.

FOURTH JUDICIAL DISTRICT

No programs in operation.

FIFTH JUDICIAL DISTRICT

In January of 2003, Iowa initiated implementation of the federally funded Serious and Violent Offender Reentry Initiative (SVORI), *Going Home*, at three Iowa prisons. The adult program targets offenders returning to Polk County through intensive re-entry preparation in the institution and case management transition services through the Des Moines Area Community College (DMACC) as well as re-entry support workers bridging family and community network gaps. The project targets offenders between the ages of 15 and 35 who have multiple barriers to successful reentry into Iowa communities. A three-phase program of treatment and services has been established:

- 1) Incarceration Phase: A twelve (12) week program which teaches basic life skills for success and assists offender in developing a release/aftercare plan through the use of individual counseling, group work, guest speakers and mentors.
- 2) Transition Phase: Community-Based case managers -- who begin working with offenders during the Incarceration Phase -- establish a network of transitional services for each offender based on that individual's identified needs, and connect the offender with those services and resources immediately upon release.
- 3) Aftercare/Sustainability Phase: Case management, ongoing mentoring services, employment-related support groups, substance abuse and mental health services, and other support services are provided for an additional 12 months. This phase also include the "Reentry Support Work" outlined below that includes a mentor program and serves as a bridge between families and communities as the offender returns home.

Reentry Support Work

Polk County re-entry planning efforts involved offenders in the discussion of the elements necessary for successful re-entry. Offenders spoke of the "culture shock" they experienced at returning from prison and the importance of receiving support from someone who knew what they were going through, usually an ex-offender who had straightened out their life and now was working to help others. Family members of offenders stressed the need for their own support and preparation for what to expect when their offender/ex-offender family member returned and how to resolve issues that inevitably arose.

While the *Going Home* case managers are responsible for identifying and arranging needed services, the case manager must rely upon others to serve as the bridge between the ex-offender's prior world and the return home. A contract with one of Polk County's community-based organizations with strong connections in Des Moines' inner-city has

been established to provide “Reentry Support Work” to bridge this gap. The contract involves re-entry support staff/volunteers and mentors who work directly with offenders and their families in building individual, personal support systems that provide positive connections to the community. It also involves working with faith-based organizations to establish a mentoring program to provide support and life skill aftercare to offenders who are lacking a positive support network. Volunteer mentors are asked to make a one-year commitment to the offenders. Examples of the tasks to accomplish this broad based goal of support are identified below:

- Meet with reentry participant prior to and immediately upon release to identify key individuals in the community with whom to connect or reconnect.
- Meet with families of reentry participants to provide support and plan for the participant’s reentry into the community.
- Arrange and facilitate reentry participant support groups to address culture shock at reentry.
- Create 24-hour set of contacts that reentry Participants can use for support, as necessary.
- Recommend to case managers service needs of reentry participants.
- Participate in interdisciplinary Transition Team meetings regarding Reentry participants to assist in the resolution of barriers to reintegration with family and community, progress of goals, individualized education/service plans and placement recommendations.
- Communicate with employers, family, friends, and others to obtain information that will be utilized in planning and establishing goals and objectives.
- Assist reentry participants with keeping service and referral appointments.
- Assist with identifying resources and services to address identified needs of reentry participants.
- Serve as a liaison between reentry participants and other reentry staff.

SIXTH JUDICIAL DISTRICT

The Sixth Judicial District has been working to implement various mentoring practices built upon restorative justice principles – a mandate which grew out of a 1997 citizen task force study of restorative justice. Through Office of Drug Control Policy (ODCP) grant funding, the Sixth Judicial District has accomplished the initiatives described below.

There are approximately 4,000 + individuals under Department of Correctional Services supervision, with more people being released all the time. These people have many needs including, housing, job assistance, education, and developing supportive and pro-social relationships. While corrections professionals can and do provide basic supervision, they have neither the resources nor time to provide everything people need to re-integrate successfully back into their communities. Without the support of community volunteers, safe and peaceful communities will never be realized.

Acknowledging that “they can’t do it alone”, the Sixth Judicial District has been actively reaching out to the community to recruit volunteers to be involved in various types of

mentoring practices. They have specifically targeted the faith community as they believe their faith principles call them to be involved in healing and restoring the wounds caused by crime. There is much that can be done to more fully support victims and to create opportunities for healing, restoration, accountability and full re-integration of offenders.

An initial conference was held in February 2004 - Each One - Reach One - to reach out to the community to explain restorative principles and practices and invite their participation. They were seeking volunteers to be involved in working to create justice and build peace and were actively recruiting volunteers from the faith community as participants at the conference.

What practices were volunteers being recruited for?

- 1. Family Group Conferencing/Family Team Meetings:** A holistic approach to the treatment of the offender in the community by involving the offender's family and significant others in the healing process. Professionals are engaged with the family in new ways.
- 2. Mentoring Offenders:** 1-1 mentoring with an offender to provide support, friendship, and accountability.
- 3. Supporting Crime Victims:** A resource and support network for victims of crime, creating opportunities for healing and restoration.
- 4. Circles of Support & Accountability:** An ancient and powerful means of dialogue designed to work in communities with victims and offenders to help repair harm and safely re-integrate offenders back into the community.
- 5. Restorative Community Service:** Restorative Community Service explores ways by which the offender may provide valued and meaningful service to the community the offender has harmed while building relationships, increasing skills, and repairing harm.
- 6. Victim Offender Mediation/Conferencing Program:** Community volunteers are trained to facilitate dialogue between victims and offenders. Victims have the opportunity to express the impact of the crime on their lives, receive answers to important questions they have about the crime, and tell the offender what it is they can do to "make things right". Offenders learn the real human impact of their behavior and take direct responsibility.
- 7. Alternatives to Violence Project:** AVP is an association of volunteer community and prison based groups offering experiential workshops in conflict resolution, responses to violence, personal growth and creative conflict management. Its mission is to empower people to lead nonviolent lives through affirmation, respect for all, community building, cooperation, and trust. Its goal is to reduce the need to resort to violence as a solution. An AVP group has just started in eastern Iowa and needs volunteers to help do trainings with those who offended, in a variety of settings including prison, residential facilities and the community.

What are the results of 6th district efforts to promote volunteer involvement in Restorative Practices?

As with many advocacy efforts, they have gone from generating awareness, to real education about Restorative Justice Principles and mentoring practices, to direct service – as exemplified by the seven practices outlined above.

183 people attended the **Each One – Reach One conference**. They trained 38 volunteers in the month following the conference to become involved in mentoring practices. Five (5) churches have requested education for their faith community, hoping to move towards direct service involvement. Churches United unanimously approved as their goal for this year (2004) the focus on “Living Restoratively” at their annual assembly.

As a result of a follow up survey to further outreach to various faith communities, an additional eleven requests were received for further information/involvement, which keeps mushrooming into more requests for speaking/information. To provide more continuity and focus for sustained efforts, a Faith-based Coalition is now being organized in both Johnson and Linn counties. As of April of this year, they counted **132 volunteers** are, or have been, involved in various mentoring practices in the past fiscal year.

Project Conclusions

- Focus group work with community members and victims advances the expectation that positive results will be achieved when offenders who exit the criminal justice system have established a pro-social support system. They understand that change is hard and that people need positive support, encouragement and accountability to sustain change. They also know that some people can't find it within their family and that there needs to be a way to create it.
- Successful mentoring provides for a long-term support system after correctional oversight is ended; pro-social ties to community members who can help keep them on track are developed.
- Mentoring is a critically needed strategy that targets three out of the four top factors highly correlated to with recidivism – anti-social attitudes; antisocial companions; anti-social personality. The mentoring process targets these issues.
- Family involvement is a proactive approach to "breaking the cycle". Children who have a parent in prison are 7 times more likely to enter the system themselves. An important part of breaking the cycle is to strengthen the family.
- Good screening and training of community volunteers is paramount to achieving results. It abates victimization. An anecdotal report that confirms the critical need for effective screening is that a “volunteer” who came in with great offers of help was later found to be a pedophile. On the other side of the coin, the offender population is here because they don't make good choices. Therefore, we need to train volunteers about boundaries to keep themselves safe. We also need to provide ongoing support for volunteers when issues arise in working with offenders with which they are not equipped to deal.

Project Update

The ODCOP grant which funded two staff positions to help support this work was defunded in July. One staff member was laid off at the end of June, 2004. Partial funding was found to support the second position. Funding to keep this work alive is still being sought. Funding deficits have significantly slowed progress and the faith community has diplomatically noted this. One of the pieces that have fallen out is the ability to compile total numbers on who's doing what and where.

SEVENTH JUDICIAL DISTRICT

No programs operational.

EIGHTH JUDICIAL DISTRICT

No one-to-one mentoring exists. However, the district has three (3) Accountability Boards dealing with youthful offenders, domestic abuse batterers, and some general offenders. These are comprised of multidisciplinary representation including citizens who personally confront offenders with their issues, both positive and negative.

INSTITUTION MENTOR PROGRAMS

Various levels of programming are available in the institutions identified below (mentor programs are not available at the Iowa State Penitentiary (Fort Madison), Fort Dodge Correctional Facility, Mt. Pleasant Correctional Facility, and the Iowa Medical & Classification Center .

Anamosa State Penitentiary

Volunteers at ASP play a major role in supporting religious and AA programs. Those volunteers probably would see themselves as mentors. Every week on average they have approximately 30+ unpaid volunteers coming in and helping.

North Central Correctional Facility

A Reentry Aftercare Program involves staff identifying teams of 3-7 people who covenant with the ex-offender for up to a year to help him get back on his feet, offering help in finding housing, furnishings, a job and other help. They currently have three teams and are working at building more.

Clarinda Correctional Facility

They help set up sponsors for those who graduate TOW when they are leaving, but that is their only involvement in mentor activities.

Iowa Correctional Institution for Women

The Therapeutic Community treatment program extensively utilizes a cadre of offenders who have successfully completed the Therapeutic Community but have not been released from the institution to mentor offenders who are actively participating in the Therapeutic Community. This is a very successful feature of the program as it provides peer

assistance to offenders in treatment as well as serves to reinforce the tenets of the Therapeutic Community for those who have completed formal programming.

Newton Correctional Facility

Newton houses the InnerChange Freedom Initiative (IFI) that has the largest mentoring program in the State associated with the DOC.

INNERCHANGE FREEDOM INITIATIVE

Program Description

The IFI mentoring program is one part of a comprehensive, secular and non-secular pre-release program conducted at the Newton Correctional Facility. The in-prison portion of the program lasts 18 months. After the inmate completes the first 12 months, he is matched with a mentor for the last 6 months. For those being released in central Iowa, this mentor follows the inmate to the streets in most cases. For those inmates who are being released some distance away from the Newton area, the mentoring relationship is "transferred" to a mentor in their local area of release. They are asking for a six-month commitment from the mentor once the inmate is released to the community. So, in reality, it is a year commitment.

Mentors meet with the inmates for two hours per week for the last six months of the program. Some of this time is spent going through curriculum that is of interest to both inmate and mentor. Some of this time is just "hanging out" time to get to know one another and just talking about their lives with each other. The key is to build a relationship and trust before they are released.

IFI mentors must have additional training to be volunteers within the prison itself. They sign a mentor match agreement that articulates the responsibilities of mentor and offender. If the inmate is going to take this mentoring relationship seriously, significant decisions need to be discussed with the mentor such as job changes, address changes and getting in and out of female relationships because these will have impact on his success. The Program Director states that he has been mentoring an inmate since his release the first week of June, and it certainly has opened his eyes to the hurdles involved in a released inmate's successful integration back into the community.

North Central Correctional Facility in Rockwell City has been extremely supportive of allowing mentors to continue their mentoring relationship with inmates who transfer to the facility. They call and set up appointments for the mentors to travel there and continue to meet with those they have been mentoring at Newton until they are released from Rockwell.

IFI Training Needs

1. Prison Culture: Mentors need an understanding of the prison culture and the values that are lived therein. These are much different than the values of society and must be understood to understand the inmate's perspective.

2. Communication Skills: Inmates are very poor communicators. Mentors need to have better communication skills so they can look for and understand the "message behind the message" that is many times being communicated.
3. Community Corrections: How parole works, the role of the parole officer, the importance of communicating to the parole officer and how not to "over-advocate" for the inmate.
4. Boundaries: In order to be an effective mentor, one must invest themselves emotionally (which is very different than staff in corrections are allowed to do) BUT boundaries are extremely important. Without good boundaries, one will fail and could do more harm than good in the mentoring relationship.

CONCLUSION

An overall concern in developing programs is the need for adequate resources to recruit, train and support mentors. We were fortunate that in some areas there was funding from other sources to initiate these essential components. This is the exception rather than the rule. Significant staff time is required to motivate people/agencies to start programs from scratch, and even if they do become motivated, resources are necessary to develop and sustain mentoring programs in the judicial districts.

The overall goal of the mentoring program is to divert offenders from jails, residential facilities, and prisons by using local agency and community volunteers to develop pro-social support systems for the offenders that will sustain them following correctional supervision. It is a cost-effective strategy that needs to be supported by funding and outcome research to determine the value of recidivism reduction. Corrections "can't do this alone". If we have any hope to make our communities a safer place to live, then we must engage the support and involvement of the extended community. We have great evidence that there are people willing to donate their time to this important work. Funds made available for in-house provision of mentor components and/or to contract with non-profit groups to develop mentoring programs for corrections would greatly enhance our efforts to support and garner community involvement toward successful offender family and community reintegration.

PART II

DEPARTMENT OF CORRECTIONS PROPOSAL

FOR

OFFENDER MENTOR PROGRAMS

The fervent belief in the impact of a strong family and community support system upon successful offender reentry is the foundation for this program, which was developed in response to a request for proposals for federal funding (the proposal was NOT funded). This belief is the impetus behind the design of the Offender Mentor Program - to develop more comprehensive support services tailored to best meet the needs of the offender and the family. An essential key to the successful re-entry of offenders is establishing or re-establishing community connections, such as ties with family, relatives, and friends. This aspect of the "Offender Mentor Program" is critical to offender success.

The purpose of the Offender Mentor Program is to provide support and life skill aftercare to offenders who are lacking a positive support network in the community. These could be offenders currently on probation or parole or offenders identified in the institutions who are soon to be released. Mentors may be individual volunteers or may provide services as part of a civic or religious group. Assistance will include helping the offender find appropriate social activities and facilitating restorative justice activities. In addition, they may serve as the "surrogate family" for offenders who no longer have such ties.

Polk County re-entry planning efforts involved offenders in the discussion of the elements necessary for successful re-entry. Offenders spoke of the "culture shock" they experienced at returning from prison and the importance of receiving support from someone who understood what they were going through. Family members of offenders stressed the need for their own support and preparation for what to expect when their offender/ex-offender family member returned and how to resolve issues that inevitably arose.

While incarcerated and on supervision, the offender has support and resources to continue behavioral changes that increase the likelihood of successful reintegration. However, if community resources are not developed and made part of the offender's lives while under supervision, many of the gains made during supervision will be lost. Mentors will provide that on-going link for the offender once he/she is off supervision. Finally, this model provides a vehicle to establish, recruit and train mentors for long-term community support for this hard to reach population. Ideally, a group of mentors with the skills, education and background can be trained to work directly in training families and community organizations in the above-mentioned areas in order to continue this portion of the program if funding is no longer available. Often community members will call to offer help and assistance, but this takes a formalized process to ensure that volunteers receive not only proper training to establish effectiveness but also procedures

that monitor their safety when working with this population. Volunteers are the biggest resource and provide the needed link to the community.

In-house or Contract staff will be hired to conduct mentor recruitment, coordinate all mentor activities and schedules and develop and/or provide pre-service and ongoing mentor training. Mentors will be volunteers trained through this project to provide support prior to and immediately upon release, to assist offenders in connecting or reconnecting with families and key individuals in the community and to serve as “surrogate family” for those offenders whose relationships are beyond repair.

While supervision officers are responsible for identifying and arranging needed services, they must rely upon others to serve as the bridge between the offender's prior world and the return home. The Offender Mentor Program will provide support staff/volunteers who will either have or be trained to develop skills at facilitation, counseling, and social work. The program will include the development of training and technical assistance to mentors. Examples of contributions the Offender Mentor Program will add to offender reentry include:

- Promote a referral resource network of community agencies, faith-based organizations, and other public and private non-profits
- Recruit & train volunteer mentors
- Provide positive social activities
- Provide training and referral services for offenders and families

Mentoring Components

One full time person will be hired as Mentor Specialist. The Mentor Specialist will be responsible for:

- Program Recruitment: This will include working with faith-based and community groups to build a mentor base and enlist support for the mentoring component of the project.
- Program Marketing: Design and print a program flyer to serve as an education and recruitment tool.
- Initial Mentor Training: Select a mentor training program or write the curriculum for the training and administer that program to the volunteer mentors, congregations and/or civic organizations. This training will be done prior to matching the volunteers with offenders.
- Pre-Release Appointment: A meeting will take place within the week prior to release, constituting the initial visit between an offender and his mentor. An informal agreement will be signed by both parties outlining mentor/offender responsibilities.

- Follow-up: Contact each mentoring group or individual within 30-days of an offender's release to identify any additional needed resources and offer assistance and further training.

Volunteers who serve as mentors will be asked to make a one-year commitment to the offenders. Mentors will work with probationers while on supervision to the judicial districts and they will also begin work with offenders during their incarceration. Mentors will go into the prison – either in person or via an interactive satellite TV connection – to meet with offenders and transition program counselors and be involved in the development of the Individual Offender Reentry Plan. It is anticipated that matching offenders with mentors prior to release will facilitate communication during the end of their incarceration.

Offender mentoring is conceptualized as providing the support bridge as the offender is discharged from supervision or returns to the community from incarceration. Developing with the offender a personal circle of support sustains successful community reintegration. Examples of the role that mentors will play in this process are identified below:

- Meet with offenders on supervision or prior to and immediately upon release to identify key individuals in the community with whom to connect or reconnect.
- Meet with families of offenders to provide support and plan for the participant's reentry into the community.
- Recommend to supervision officers service needs of offenders.
- Communicate with employers, family, friends, and others to obtain information that will be utilized in planning and establishing goals and objectives.
- Assist with identifying resources and services to address identified needs of offenders.
- Assist offenders in understanding expectations, schedules, etc.

Mentor Recruitment

Primary mentor recruitment will be essentially handled by the Mentor Specialist with support and assistance from other reentry program staff. Faith based, civic and community organizations will be the main resource for locating and establishing the mentor base.

Mentor Screening Process

The screening process for approving mentors is highly comprehensive as reflected through the following screening tools:

- Application (four references)
- State of Iowa Criminal Background Check
- National Federal Bureau of Investigations Fingerprint Background Check
- Sexual Offender Registry Check
- Child Abuse Registry Check
- Driving Record Check & proof of auto liability insurance
- Mentor Training & Orientation

- Face to face interview

Mentor criteria includes the age restriction of eighteen or older and successful completion of all screening tools. A major objective is to identify and attract high-quality volunteers who pose no safety risk to the community. The screening process ensures early identification of any criminal history. Program standards do not permit an individual with an offense against a child or a history of violent behavior to be approved. In the event of previous criminal background, background materials will be thoroughly assessed and documented, including the rehabilitation plan and results of the individual performance.

Mentor Interview

The mentor interview is a critical point of assessment of a potential mentor. Mentor interviews are generally 1-2 hours in length. The essential purpose of the interview is to ask questions, dialogue with the potential mentor regarding the project, answer questions, and convey the importance of confidentiality in all preliminary match considerations. The following topics will be addressed during the face-to-face interview:

- occupational information
- family information (current and childhood)
- personal relationships
- friends
- alcohol or drug use
- abuse issues (personal or other experience with) mental health issues
- home assessment
- experience with children
- volunteer experience, match relationship, potential challenges, match preferences

Mentoring Matches and Support

Following the processing of screening tool requirements, six-hour training, and their approval as a mentor, reentry project staff will gather the files of 3 or 4 suitable matches and establish a “pre-match” meeting with the mentor. The mentor will make a selection that will then be shared with the offender. Gender matching will be the norm unless otherwise indicated by the project coordinator. Additional consideration will be given to common community residence, as well as race and ethnicity.

A match meeting will be scheduled prior to release after the offender accepts the volunteer mentor. The offender will now experience time and attention from a mentor who is equipped with positive development concepts and practices. Following the match, the Family Support Services Specialist will monitor and support the match through face-to-face contacts, monthly training, and 24-hour access to the Specialist.

Training Component

Volunteer mentors will play an important role in the Offender Mentor Program. Therefore, the training component of this proposal is vital to ensure that they comply with policies and procedures and maintain a realistic perspective of their job function. The benefits of providing volunteer mentors with opportunities for insight into the field of corrections, developing positive relationships and providing constructive role models will be provided through pre-service training and ongoing opportunities for networking and continuing training.

Mentors will be required to participate in a minimum of six hours of mentor training to gain project mentor certification status through the Offender Mentor Program. Mentor training, organized and provided through the family support coordinator, will include orientation to mentoring expectations, responsibilities and protocol, plus group interactive information processing and feedback. The stigma of being an ex-offender, the anxiety of separation from family and the lifetime social and emotional challenges that it may bring; and issues of abuse and child safety, particularly sexual abuse, will constitute important segments of the curriculum.

Mentor Training Continuing Education

In addition to the initial six-hour mentor training, the program will offer ongoing volunteer training opportunities. The program coordinator will ensure that ongoing training, monitoring, and evaluation occurs. Various training times and locations will be offered in the community, most often in church or community agency settings, to accommodate the greatest number of volunteers. Monthly support meetings will allow mentors to interact with their mentoring colleagues, share experiences and participate in topics they have previously suggested, and reflect positive adult education training principles. Examples of mentor training topics include child and adolescent development; family support; positive social activities, appropriate boundaries; and economic and cultural issues.

PROGRAM ADMINISTRATION

The Judicial District would be responsible either for hiring and direct supervision of the Mentor Specialist or contracting with local community agencies to provide these services. Best practices literature indicates that correctional agencies should build community support for offenders and work with families to sustain long-term change. By placing the program supervision under community based corrections, the department can continue to move toward risk reduction and create a cultural norm that community and family must be involved to change offender behavior. Community corrections can no longer see their jobs as one of “enforcement” only but also as one who that is responsible for long-term change. It is the intent of the Department to build from this model for other high-risk populations currently being served. Therefore, the supervision officers will continue to work with the offender on monitoring and treatment service provision, while the mentor specialist will spend the bulk of their time in the community building ties for offenders

surrounding the areas of support and family. Examples of job responsibilities are outlined below:

Offender Mentor Program Mentor Specialist

- Overall program delivery, oversight and coordination
- Serve on Transition Team
- Provision/development of mentor and mentor training programs
- Conduct Program Outreach to build a mentor base and enlist support for the mentoring component.
- Design Program Recruitment Program/Design and print a program flyer
- Provide Initial Mentor Training Process
- Schedule Pre-Release Appointments
- Provide Mentor Follow-up: Contact each mentoring group or individual within 30-days of an offender's release to identify any additional needed resources and offer assistance and further training.
- Provide Program Reports: Every six months, compile a report evaluating the mentoring program and progress.

PROGRAM EVALUATION

One of the integral parts of a promising practice is the inclusion of a rigorous evaluation component to clearly identify the characteristics of the offenders, describe the interventions, and examine the effectiveness of the intervention. Effective program evaluations have become instrumental in assisting various types of programs to determine what works and what doesn't work. Evaluation results are reported to policy makers and funders who use the evaluation results to determine whether to continue their support of reentry programs, and ultimately, the prison transition movement, and are therefore dependent on quality program evaluations for their survival.

Developing and evaluating the impact of offender mentoring such as this has not been significantly documented on a local or national level. Furthermore, it is recognized that the offender population is a very difficult one to reach. A successful and innovative program aimed at reaching this population could serve as a national model for duplication. If successful, this program will contribute valuable feedback to a field of research that is currently limited.

The Iowa Division of Criminal and Juvenile Justice Planning (CJJP) will be engaged as a partner in the Offender Mentor Program charged with providing evaluation services that are aimed at assisting the State to monitor offender outcomes and document the development (e.g., barriers and obstacles) of the Offender Mentor Program. It is expected that this evaluation will assist in the documentation of the impact of mentor services on successful reentry. One way that this will be accomplished is through the collection and examination of two primary outcomes: program completion status and criminal recidivism.

Program Completion Evaluation - CJJP will examine the process of implementing and operating the proposed project in addition to assessing its impact on offenders, noting areas of success, barriers to implementation and steps taken to resolve those barriers. How the additional mentor program changes the nature and intensity of the offender reentry will be documented. Offenders who receive the mentor services will be compared and contrasted with those who did not receive them

Recidivism – will be assessed by several indicators: rates of return to imprisonment, rates of re-arrest for new crimes while under supervision, and rates of new convictions. Details will also be collected on new technical violations, reasons for revocation, the nature of the new offense, and the disposition of arrests for new offenses. This will allow the study to examine whether the new offenses are more or less serious than previous offenses.

CJJP will provide a senior research analyst and a statistical research analyst who will be funded by the project. Offender Mentor Program staff will work with the CJJP by providing data and participating in surveys and questionnaires designed to evaluate the effectiveness of the program.

PROPOSED ROJECT BUDGET

The following is a proposed budget for funding for either in-house provision of services or contracts for services with community and/or non-profit organizations.

PROVISION OF MENTOR PROGRAM

Personnel

Mentor Program Specialist		\$45,000
Fringe Benefits	25% of \$45,000	\$11,250
		Subtotal: \$56,250

Travel

Travel funds for staff & mentors to attend required pre-service and ongoing trainings including parking & related expenses		\$4,000
		Subtotal: \$4,000

Equipment & Supplies

Gateway EV 700 Computer/ Related Software		\$3,000
Office Supplies	\$50/mo x 12 months	600
Telephone/Fax	\$100/mo x 12 months	\$1,200

Training Materials/Books/Printing \$4,000

This will provide computers for the Mentor Specialist to develop program, establish schedules and input data. Office supplies and phone/fax service are needed for general operation of the program. Training materials will be purchased and/or developed and used by the facilitators to deliver the training programs and to develop brochures for families, mentors and offenders to market involvement in the program.

Subtotal: \$8,800

TOTAL: \$69,050

OFFENDER MENTOR PROGRAM EVALUATION

Division of Criminal & Juvenile Justice Planning (CJJP)

Personnel

Justice Systems Analyst	(0.10 FTE @ \$62,000)	\$ 6,200
Statistical Research Analyst	(0.10 FTE @ \$38,000)	\$ 3,800

Sub Total: \$10,000

Fringe Benefits

Justice Systems Analyst	(25% of salary)	\$1,550
Statistical Research Analyst	(25% of salary)	\$ 910

Sub Total \$2,500

TOTAL: \$ 12,500

TOTAL PROGRAM COST: \$81,550

TOTAL COST FOR 2 PILOT PROGRAMS: \$163,100

PART III

CURRENT IOWA MENTOR PROGRAMS/ORGANIZATIONS

Resource List for Collaborative Efforts

Pathway Enterprises, Denise Aikoriegie, Executive Director

Boy Scouts Mid-Iowa Council, Michael Canney; Neil Johnson, Government Program Coordinator (family mentoring flexibility/inner city initiatives)

Innerchange Freedom Initiative, Sam Dye, Program Director, Newton Correctional Facility

Generations Incorporated, Maribel Slinde, Executive Director; Mike Kendall, Program Manager

Serve Our Youth Network of Iowa (SOY), Stewart Vander Velden, Executive Director, **Polk County Fathers and Families Coalition** (Fatherhood Collaboration/Fostering Male Involvement)

Human Service Planning Alliance (HSPA)

CrossTrainers (marriage/family, source of mentors, associated training) Michael

Big Brothers Big Sisters (mentoring scope)

Employee & Family Resources (co-occurring disorders, work with schools)

Spectrum Resources

Family Planning Council of Iowa, Allison Simmons

Head Start, Dan Raedeker, Male Involvement Coordinator, Drake University)

Mentor Iowa, Marty Lester (court-ordered program for juveniles in Polk County)

Brothers In Blue (Christian program that provides volunteers who visit and correspond with inmates in institutions)

Iowa Mentoring Partnership (IMP) : certifying agency for Iowa mentoring programs; standards set by National Mentoring Partnership, provides certification, training & support for mentor programs; currently geared to working with agencies that provide mentoring for youth.

IMP is a 501(c) 3 non-profit organization that provides assistance on a statewide basis to all mentoring programs, providers, and communities who have an interest in mentoring, within Iowa. In addition, IMP seeks to create a network that allows the mentoring programs in Iowa to become aware of each other's programs, strengths, and resources. Finally, the IMP serves as the monitoring organization for the use of effective mentoring practices within the state.

To learn more about the Iowa Mentoring Partnership and the credentialing that they provide to agencies, go to website www.iowamentoring.org.

Current Iowa Mentoring Programs for Youth By County

NOTE: This resource list is of programs for mentoring of children and youth. Mentoring for adults is a recently burgeoning initiative and there are very few programs to date. However, this list is provided as a resource for judicial district program points of reference and collaboration

Keokuk

Certified Program

Big Brothers Big Sisters of Johnson County

4265 Oakcrest Hill Rd S.E.

Iowa City, IA 52246

Phone: (319) 337-2145

Fax: (319) 337-7864

Contact: Jill Kromminga

Email: jill@bbbsjc.org

Mission Statement: To be a responsible collaborative program that sets the standard for quality service and superior performance specializing in positive youth/adult relationships.

Kossuth

Certified Program

Big Brother Big Sisters of Siouxland

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Algona Family YMCA

2101 E. McGregor St.

Algona, IA 50511

Phone: (515) 295-7701

Fax: (515) 295-7825

Contact: Angie Asa-Lovstad

Email: kossuthyouth@hotmail.com

Mission Statement: To provide one-to-one mentoring relationships between youth and supportive, responsible adults of the community.

Linn

Certified Program

Big Brothers Big Sisters of Cedar Rapids

206 Collins Road N.E.

Suite 202

Cedar Rapids, IA 52402

Phone: (319) 377-8993

Fax: (319) 377-9205

Contact: Linda Henecke

Email: lindah@beabigcr.org

Mission Statement: To provide children from single-parent homes with adult friends.

Grant Wood Elementary

645 26th Avenue S.E.

Cedar Rapids, IA 52403

Phone: (319) 558-2467

Fax: (319) 598-2469

Contact: Stephanie See

Email: ssee@cr.k12.ia.us

Mission Statement: To build one-to-one mentoring relationships between students and teachers to help improve a variety of social and school skills.

Lyon

Certified Program

Big Brother Big Sisters of Siouxland

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Madison

Certified Program

Serve Our Youth

705 Main Street

Pella, IA 50219

Phone: (641) 620-9037

Fax: (641) 628-3757

Contact: Laurie Vos

Email: lauriev@serveouryouth.org

Mission Statement: To extend God's love and mercy to Iowa's high risk youth.

Marion

Certified Program

Kinship of Pella

103 Glenwood
Pella, IA 50219
Phone: (641) 628-4402
Fax: (641) 628-8112
Contact: Jill Parker
Email: kinship@kdsi.net

Mission Statement: To improve the lives of youth by establishing positive relationships between children and adult mentors.

Serve Our Youth

705 Main Street
Pella, IA 50219
Phone: (641) 620-9037
Fax: (641) 628-3757
Contact: Laurie Vos
Email: lauriev@serveouryouth.org

Mission Statement: To extend God's love and mercy to Iowa's high risk youth.

Additional Programs: E-mentoring

Marshall

Certified Program

Big Brothers Big Sisters of Marshall County, Inc.

208 East Church, Suite 121
Marshalltown, IA 50158
Phone: (641) 753-6370
Fax: (641) 754-4819
Contact: Amy Richie
Email: bigbrosismshcoia@adiis.net

Mission Statement: To facilitate friendship between adult volunteers and children needing additional adult relationships to help them build a self-concept that will further their ability to reach their highest potential.

Mills

Certified Program

Mentoring with HEART

Building Bridges Learning Center
Glenwood, IA 51534
Phone: (712) 3034
Contact: Dean Bentley
Email: dbentley@aea13.k12.ia.us

Mission Statement: To connect our youth with role models for proven positive results.

Mitchell

Certified Program

Big Brothers Big Sisters of Marshall County, Inc.

208 East Church, Suite 121
Marshalltown, IA 50158
Phone: (641) 753-6370
Fax: (641) 754-4819

Contact: Amy Richie

Email: bigbrosismshcoia@adiis.net

Mission Statement: To facilitate friendship between adult volunteers and children needing additional adult relationships to help them build a self-concept that will further their ability to reach their highest potential.

Bridges Mentoring Program

833 Ash Street
PO Box 131
Osage, IA 50461
Phone: (641) 732-3566

Email: raeanne.havig@lsiowa.org

Mission Statement: To strengthen the self-esteem and social skills of children, youth, and their families by providing positive mentoring relationships.

Monona

Certified Program

Big Brother Big Sisters of Siouxland

2015 Indian Hills
Sioux City, IA 51104
Phone: (712) 239-9890
Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Muscatine

Certified Program

Big Brothers Big Sisters of Muscatine County

1823 Logan Street
Muscatine, IA 52761
Phone: (563) 263-9996
Fax: (563) 263-9946

Contact: Karen Thie

Email: kthie@muscatiney.org

Mission Statement: To provide quality volunteer and professional services for youth, primarily those in a single parent household, to assist them in development of a positive self concept and become responsible adults.

O'Brien

Certified Program

Big Brother Big Sisters of Siouxland

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Osceola***Certified Program*****Big Brother Big Sisters of Siouxland**

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Page***Certified Program*****Mentoring Affects Youth (M.A.Y)**

304 West Nishna Road

Shenandoah, IA 51601

Phone: (712) 246-1581

Fax: (712) 246-3722

Contact: Kim Leininger

Email: leiningerk@shenandoah.k12.ia.us

Mission Statement: To provide positive support and guidance for youth from a caring adult by means of a structured and supervised mentoring program.

Palo Alto***Certified Program*****Big Brother Big Sisters of Siouxland**

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Plymouth

Certified Program

Big Brother Big Sisters of Siouxland

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Pocahontas

Certified Program

Big Brother Big Sisters of Siouxland

2015 Indian Hills

Sioux City, IA 51104

Phone: (712) 239-9890

Fax: (712) 255-1331

Contact: Russ Frazier

Email: bbbs@bigbrothersbigsisters.com

Mission Statement: To empower youth through mentoring.

Pocahontas Across Ages Mentoring Program

202 1st Ave SW

Pocahontas, IA 50574

Phone: (712) 335-4642

Fax: (563) 335-3627

Contact: Lynn Moody

Email: lmoody@pocahontas.k12.ia.us

Mission Statement: To provide support to younger children through a caring relationship with a high school mentor.

Polk

Certified Program

Ankeny Community School

1302 N. Ankeny Blvd.

Ankeny, IA 50312

Phone: (515) 965-9630

Fax: (515) 965-9639

Contact: Michael Hoffman

Email: mhoffman@ankeny.k12.ia.us

Mission Statement: To promote and enhance student achievement and well-being through a one-to-one mentoring relationship and group activities between all of our mentoring relationships.

Big Brothers Big Sisters of Central Iowa

9051 Swanson Blvd.

Clive, IA 50325
Phone: (515) 288-9025
Fax: 515.288.6191
Contact: Althea Holcomb
Email: altheaholcomb@biglink.org
Website: www.biglink.org

Mission Statement: Big Brothers Big Sisters of Central Iowa champions mentoring - connecting our youth with role models for proven positive results.

Des Moines "I Have a Dream Foundation"

2507 University
Des Moines, IA 50311
Phone: (515) 271-1976
Fax: (515) 271-1975
Contact: James Work
Email: james.work@drake.edu

Mission Statement: To provide supplementary education that helps promote family and community-based activities and learning experiences that occur outside of school.

Mentor Iowa

550 39th St., Suite 301C
Des Moines, IA 50312
Phone: (515) 277-9797
Fax: (515) 277-8181
Contact: Marty Lester
Email: mentoriowa1@juno.com

Mission Statement: To provide trained volunteer mentors to abused, neglected, and delinquent children who are under the jurisdiction of the Juvenile Court.

Serve Our Youth

1548 Hull Ave
Des Moines, IA 50316
Phone: (515) 286-3344, ext. 6818
Fax: (515) 286-2232
Contact: Mary Tomlinson
Email: maryt@serveouryouth.org

Mission Statement: To equip an expanding network of congregations to provide high-risk youth with resources and relationships where God's hope and healing are shared.

Pottawattamie

Certified Program

Carter Lake Community Resource Center

1105 Redick Blvd
Carter Lake, IA 51510
Phone: (712) 347-6006
Fax: (712) 347-5975
Contact: Tracy Hortman
Email: thortman@cox.net

Mission Statement: To help young people improve their academic achievement, increase

self-esteem, and gain knowledge about opportunities in the community through association with community leaders.

Lewis Central Community Schools - Youth Mentoring Program

3200 Renner Dr.

Council Bluffs, IA 51503

Phone: (712) 366-8293

Fax: (712) 366-8294

Contact: Denise Beyenhof

Email: dbeyenhof@lewiscentral.k12.ia.us

Mission Statement: To help young people improve their academic achievement, increase self-esteem, and gain knowledge about opportunities in the community.

Poweshiek

Certified Program

Big Brothers Big Sisters of Marshall County, Inc.

208 East Church, Suite 121

Marshalltown, IA 50158

Phone: (641) 753-6370

Fax: (641) 754-4819

Contact: Amy Richie

Email: bigbrosismshcoia@adiis.net

Mission Statement: To facilitate friendship between adult volunteers and children needing additional adult relationships to help them build a self-concept that will further their ability to reach their highest potential.